



## CITY OF LODI COUNCIL COMMUNICATION

**AGENDA TITLE:** Adopt Resolution ratifying Memorandums of Understanding with the Lodi City Employees General Services and Maintenance and Operators Units (July 1, 2006 through June 30, 2008)

**MEETING DATE:** April 4, 2007

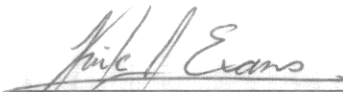
**PREPARED BY:** Deputy City Manager

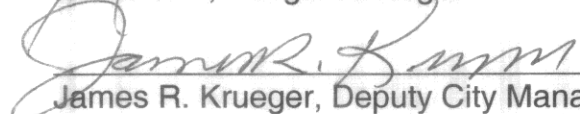
**RECOMMENDED ACTION:** Adopt a Resolution ratifying the attached Memorandums of Understanding (MOU) with the Association of Lodi City Employees (ALCE) General Services and Maintenance and Operators Units for the period from July 1, 2006 through June 30, 2008.

**BACKGROUND INFORMATION:** There are 175 positions in the ALCE. The current MOUs expired on June 30, 2006 and, following Council direction, management staff has negotiated new MOUs to cover the period from July 1, 2006 through June 30, 2008. The provisions of the new MOUs with ALCE are as follows:

- No Cost of Living Adjustment for the period July 1, 2006 through June 30, 2007
- Cost of Living increase of 3-5% for the period July 1, 2007 through June 30, 2008
- Continuation of terms and provisions of current MOU
- Agreement to meet and confer on benchmarks to be used for a salary survey to be conducted prior to July 1, 2008

**FISCAL IMPACT:** There is no impact for fiscal year 2006-2007 since both units are foregoing cost of living increases until fiscal year 2007-08. The July 1, 2007 cost of living increase will range in total from \$320,000 (3%) to \$533,000 (5%) including salaries and benefits for both bargaining units and for all funds.

  
Kirk Evans, Budget Manager

  
James R. Krueger, Deputy City Manager

Attachments: Revised General Services MOU  
Revised Maintenance and Operators MOU

APPROVED:   
Blair King, City Manager

RESOLUTION NO. 2007-58

A RESOLUTION OF THE LODI CITY COUNCIL  
RATIFYING MEMORANDUMS OF UNDERSTANDING  
BETWEEN THE CITY OF LODI AND MAINTENANCE  
AND OPERATORS AND GENERAL SERVICES  
GROUPS

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NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby ratify the Memorandum of Understanding with the Lodi City Employees General Services and the Maintenance and Operators Units, as shown on Exhibits A and B attached hereto; and

BE IT FURTHER RESOLVED that said Memorandums of Understanding shall be effective July 1, 2006 through June 30, 2008.

Dated: April 4, 2007

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I hereby certify that Resolution No. 2007-58 was passed and adopted by the City Council of the City of Lodi in a regular meeting held April 4, 2007, by the following vote:

AYES: COUNCIL MEMBERS – Hansen, Hitchcock, Katzakian, Mounce,  
and Mayor Johnson

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None



RANDI JOHL  
City Clerk

# EXHIBIT A

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CITY OF LODI  
AND  
ASSOCIATION OF LODI CITY EMPLOYEES  
GENERAL SERVICES UNIT

July 1, 2006 – June 30, 2008

- 1.0 Effective July 1, 2006, and except as provided herein, the July 1, 2003 - June 30, 2006 Memorandum of Understanding ("MOU") between the Association of Lodi City Employees General Services Unit (ALCE) and the City of Lodi ("City") shall extend for two years to June 30, 2008, and it shall continue thereafter from year to year unless either party shall give notice in writing to the other party at least sixty (60) days prior to any such anniversary date of its desire to amend or terminate same.
- 1.1 Salary Adjustments – No Cost of Living Adjustment (COLA) will be provided to ALCE members during July 1, 2006 through June 30, 2007. Effective July 1, 2007 ALCE members shall receive a salary increase between 3-5% based on the CPI-W US city average index for the twelve (12) month period ending April 2007.
- 1.2 No Cost of Living Adjustment (COLA) will be provided to ALCE members during the period of July 1, 2006 through June 30, 2007, except as provided in the following: reclassifications, step increases, promotions. Should any other employee bargaining group or employee be granted an across the board salary increase in the first 12 months following the expiration of their current contract or immediately expired contract, then ALCE members shall receive the same increase effective the first full pay period following June 30, 2006. Executive Management employees who have an increase granted by contract shall receive the increase but will be expected to forgo any other increase in base pay for 12 months thereafter, (except if waived for mutual convenience, i.e. to effectuate a change in retirement contracts). Executive Management employees who have forgone a pay increase for at least 24 months will have met their mutual contribution commitment and an increase to such employees shall not trigger a like pay increase. Confidential Employees with similar job titles as ALCE employees will not receive pay increases any sooner than ALCE employees.
- 1.3 The City and ALCE agree to meet and confer on benchmarks and to form a task force comprised of three (3) members of ALCE and three (3) members of the City of Lodi for purposes of conducting a salary survey in 2007-2008.
- 1.4 The task force shall conduct a salary survey of the fifteen cities listed in section 1.5. Salaries will be based upon the salary in effect as of 1/1/2008. The City also agrees that the survey will be completed by 4/1/2008.

1.5 The fifteen cities to be surveyed are as follows:

Chico	Clovis	Davis	Fairfield	Merced	Manteca
Modesto	Redding	Roseville	Stockton	Tracy	Turlock
Vacaville	Visalia	Woodland			

1.6 If another bargaining unit is offered an enhanced retirement during the next round of bargaining (2007/2008), AFSCME has the option to accept this enhanced retirement or its equivalent.

AFSCME LOCAL 146 - LODI CHAPTER  
ASSOC. OF LODI CITY EMPLOYEES  
GENERAL SERVICES UNIT

Felix M. Huerta, Jr.  
Felix Mario Huerta, Jr., Business Agent  
AFSCME Council 57 - Local 146

Date: 3/30/07

Gregory C. Ramirez  
Gregory C. Ramirez, Administrative Secretary

Date: 3-29-2007

Gail Glissman  
Gail Glissman, Customer Services Supervisor

Date: 3-30-07

Linda Hoover  
Linda Hoover, Administrative Secretary

Date: 3/29/07

Chris Mitchell  
Chris Mitchell, Senior Library Assistant

Date: 3/29/07

CITY OF LODI  
A MUNICIPAL CORPORATION

Blair King, City Manager

Date: \_\_\_\_\_

James Krueger, Deputy City Manager

Date: \_\_\_\_\_

# EXHIBIT B

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CITY OF LODI  
AND  
ASSOCIATION OF LODI CITY EMPLOYEES  
MAINTENANCE AND OPERATORS UNIT

July 1, 2006 – June 30, 2008

- 1.0 Effective July 1, 2006, and except as provided herein, the July 1, 2003 - June 30, 2006 Memorandum of Understanding ("MOU") between the Association of Lodi City Employees Maintenance and Operators Unit (ALCE) and the City of Lodi ("City") shall extend for two years to June 30, 2008, and it shall continue thereafter from year to year unless either party shall give notice in writing to the other party at least sixty (60) days prior to any such anniversary date of its desire to amend or terminate same.
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AFSCME LOCAL 146 - LODI CHAPTER  
ASSOC. OF LODI CITY EMPLOYEES  
MAINTENANCE & OPERATORS UNIT

Felix M. Huerta  
Felix Mario Huerta, Jr., Business Agent  
AFSCME Council 57 - Local 146

Date: 3/30/07

Mark Ruggiero  
Mark Ruggiero, Facilities Maintenance Worker

Date: 3/30/07

Larry Moore  
Larry Moore, Welder/Mechanic

Date: 3/30/07

Frederick Ohlhauser, Heavy Equip. Mechanic

Date:

CITY OF LODI  
A MUNICIPAL CORPORATION

Blair King, City Manager

Date: \_\_\_\_\_

James Krueger, Deputy City Manager

Date: \_\_\_\_\_